

INFORMATION PAPER

SFAE-SPA

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SUBJECT: Career Acquisition Personnel and Position Management Information System (CAPPMIS)

1. Purpose. Overview of CAPPMIS
2. Facts. CAPPMIS is the Army's executive system for managing all Army Acquisition Positions and Personnel. CAPPMIS provides the applications/tools to assist those individuals and offices that perform the acquisition career management function for the individual Acquisition, Logistics and Technology Workforce (ALTWF). CAPPMIS was created in 2001 as a set of applications and tools collected into the Career Acquisition Management Portal (CAMP) to support the mission of the Army's Director for Acquisition Career Management (DACM). CAPPMIS is made up of six web applications. The individual web applications within CAPPMIS are the:
 - a. Acquisition Career Record Brief (ACRB) – Accessed over the Internet by Army Acquisition Civilians, National Guard, Reserve and enlisted workforce members via a user name and password and/or Common Access Card (CAC). The ACRB serves as the official document of record for training, work experience, education, awards, acquisition status, current position information, and acquisition career field certification. National Guard and Reserve will utilize the ACRB to reflect their Acquisition qualification. The ACRB is the civilian equivalent of the Officer's Official Record Brief (ORB) and is required for competitive development boards to include Program Manager (PM), Acquisition, Education, Training and Experience (AETE) and Acquisition, Tuition and Assistance Program (ATAP), in order to provide succinct and comparable assessment of an individual's capability and past performance. CAPPMIS provides online tools to manage ACRB-related data to the USAASC Regional Directors (RDs), Acquisition Career Managers (ACMs), Acquisition Career Management Advocates (ACMAs), and Organizational Point of Contacts (OAPs) on Career Management.
 - b. Individual Development Plan/Continuous Learning (IDP/CL) - The IDP/CL is also Internet accessible for Military and Civilian workforce members via a user name and password and/or CAC. It is an application on which the employee and supervisor identify and track career objectives over a 5-year period in the areas of Education, Training and Experiential opportunities. It is also used by supervisors to approve any Defense Acquisition University (DAU) courses prior to the employee registering through the ATRRS Internet Training Application System (AITAS). In addition to annotating career objectives, the IDP/CL is also the vehicle used to annotate, award, and track CLPs in accordance with the DoD CL Policy.

- c. Workforce Management (WFM) – WFM is a web-based application that replaced the legacy Acquisition Data Review System (ADRS). WFM is used to store all Acquisition Workforce member's personal and acquisition related data to include their achieved certification, acquisition training, current and historical acquisition assignments. It is the means for which authorized users add and edit acquisition information for the ALTWF.
- d. Senior Rater Potential Evaluation (SRPE) - A SRPE is a required document for many processes including competitive board-select positions. CAPPMS provides the supervisor and senior rater community with an online tool to produce and manage evaluations of the leadership potential of civilian employees. CAPPMS maintains and tracks an AL&T workforce member's SRPE.
- e. Army Acquisition Professional Development System (AAPDS) - Provides the AL&T workforce member the ability to submit online applications for programs managed and funded by the USAASC. Provides functionality to conduct virtual boards for assessment of tuition assistance programs to include AETE, ATAP and Contracting Career (CP-14) training programs. Depends upon the data tracked within CAPPMS to provide the AL&T workforce the ability to automatically include a current ACRB and SRPE in all tuition assistance request packets.
- f. Certification Management System (CMS) – A virtual application portal for processing the Army's Defense Acquisition Workforce Improvement Act (DAWIA) certification requests. The process includes an online application, which will rely heavily on the data contained in each individual applicant's Acquisition Career Record Brief (ACRB), Officer Record Brief (ORB) or Enlisted Record Brief (ERB). Certification requests are reviewed by a designated certifying official. An individual applying for certification will be notified of the training, education and experience requirements for the current position they encumber. CMS applies additional USAASC business rules to CAPPMS data in order to streamline the certification request process and allow all individual ALTWF to apply online for their certifications without going through another system.
- g. The final application within CAPPMS is the Position Management Module, utilized by Program Structures (PS) division to manage and input the Military Acquisition Position List (MAPL) data.